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OUTLINE OF VOCATIONAL TRAINING IN JAPAN.

AUSTRALIAN DEPT. OF LABOUR AND NAT. SERVICE, PERTH

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JAPAN HAD AN ESTIMATED POPULATION OF 97,000,000 IN 1964. BECAUSE LESS THAN 40 PERCENT OF THE LAND IS ARABLE AND MINERAL WEALTH IS SMALL, IMPORTING FOODSTUFFS AND RAW MATERIALS IS NECESSARY. LARGE-SCALE CAPITALIZED FIRMS AND SMALL HANDICRAFT WORKSHOPS PRODUCE CONSUMER GOODS. THE NATION'S ECONOMY IS BASED UPON FOREIGN TRADE. THE FIRST 9 YEARS OF EDUCATION ARE COMPULSORY, AFTER WHICH STUDENTS MAY ENTER UPPER SECONDARY SCHOOLS TO QUALIFY FOR INSTITUTIONS OF HIGHER LEARNING, VOCATIONAL TRAINING CENTERS ADMINISTERED BY THE MINISTRY OF LABOR, OR TECHNICAL COLLEGES ADMINISTERED BY THE MINISTRY OF EDUCATION. MINISTRIES AND INDUSTRY ARE COORDINATED UNDER PROVISIONS OF THE VOCATIONAL TRAINING ACT OF 1958. GENERAL CENTERS PROVIDE BASIC SKILLS, COMPREHENSIVE CENTERS PROVIDE SPECIALIZED SKILLS AND TEACHER TRAINING, AND THE INSTITUTE OF VOCATIONAL TRAINING UNDERTAKES INSTRUCTOR TRAINING AND THE OPERATION OF A RESEARCH UNIT. ACCELERATED VOCATIONAL TRAINING IS AVAILABLE FOR PERSONS WHOSE JOBS HAVE BECOME REDUNDANT. CERTIFICATION OF INSTRUCTORS IS BASED UPON AN EXAMINATION OR A TRADE SKILL TEST PLUS TEACHER TRAINING. IN-INDUSTRY TRAINING IS PRIMARILY AN EMPLOYER RESPONSIBILITY, BUT AUTHORIZED VOCATIONAL TRAINING STANDARDS ARE ESTABLISHED FOR 188 TRADES WITH GOVERNMENT ASSISTANCE. NATIONAL PLANNING FOR VOCATIONAL TRAINING IS UNDERWAY TO OVERCOME A PROJECTED SEVERE SHORTAGE OF WORKERS. (JM)

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

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Outline

of

Vocational Training

in

JAPAN

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PAN INDIAN OCEAN CONFERENCE ON TECHNICAL EDUCATION AND TRAINING
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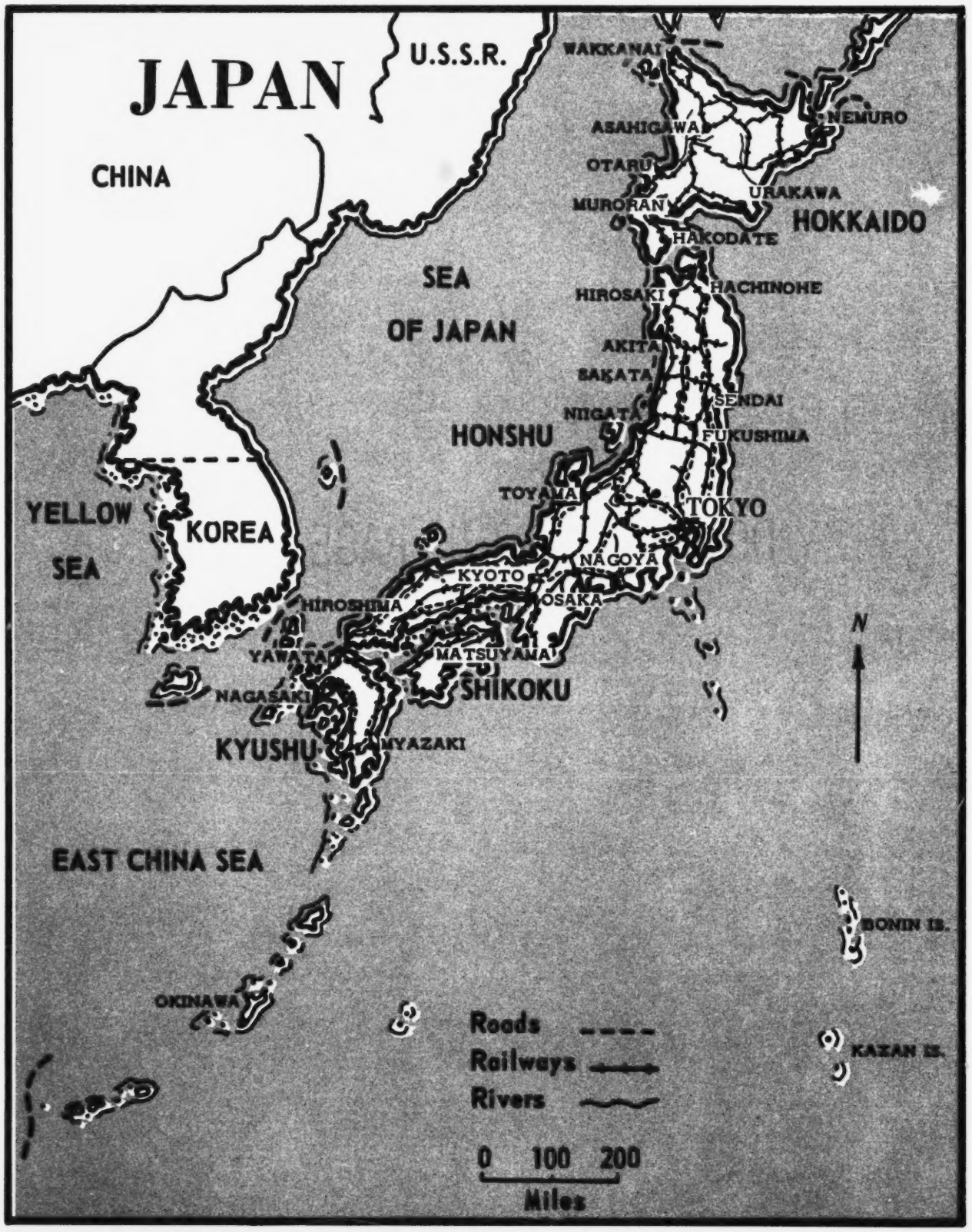
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1. Introduction

Area, Population

Japan comprises a number of islands, the four principal ones being Hokkaido, Honshu, Shikoku and Kyushu. The total area is approximately 144,500 square miles and the population was estimated in 1964 at approximately 97 million, of whom nearly three quarters live in Honshu.

Primary Industry

Less than 40 per cent of the total land area is arable and mineral wealth is small. To a large extent, therefore, Japan is dependent on imported foodstuffs and raw materials.

Agriculture is highly intensive and is characterised by extremely small holdings, heavy use of fertilisers and high yields per acre. The industry is strongly protected.

Japan has reached self-sufficiency in rice as a staple food, but still imports some from South-East Asia for processing. In 1962, the production of barley exceeded the demand for the first time, but the position changed soon after and the grain is again being imported. Wheat production is generally less than one million tons, hence substantial quantities must be obtained from other countries.

Secondary Industry

In general, Japanese industry operates at two levels: large-scale, highly capitalized firms in the electronics, chemicals, iron and steel, ship-building, textiles and trading fields, exist side by side with numbers of small handicraft workshops producing toys, crockery, radios, jewellery and a wide variety of other consumer goods.

Japan's manufacuring sector has recently shown a strong trend to heavy industries. The chemical industry now ranks third in production value, behind textiles and iron and steel, and Japan remains the world leader in ship-building. Nevertheless, some 60 per cent of all exports are produced by small firms, and as industrial development is seen as the basis of future economic growth, the Japanese Productivity Council is paying particular attention to their problems.

General Economic Development

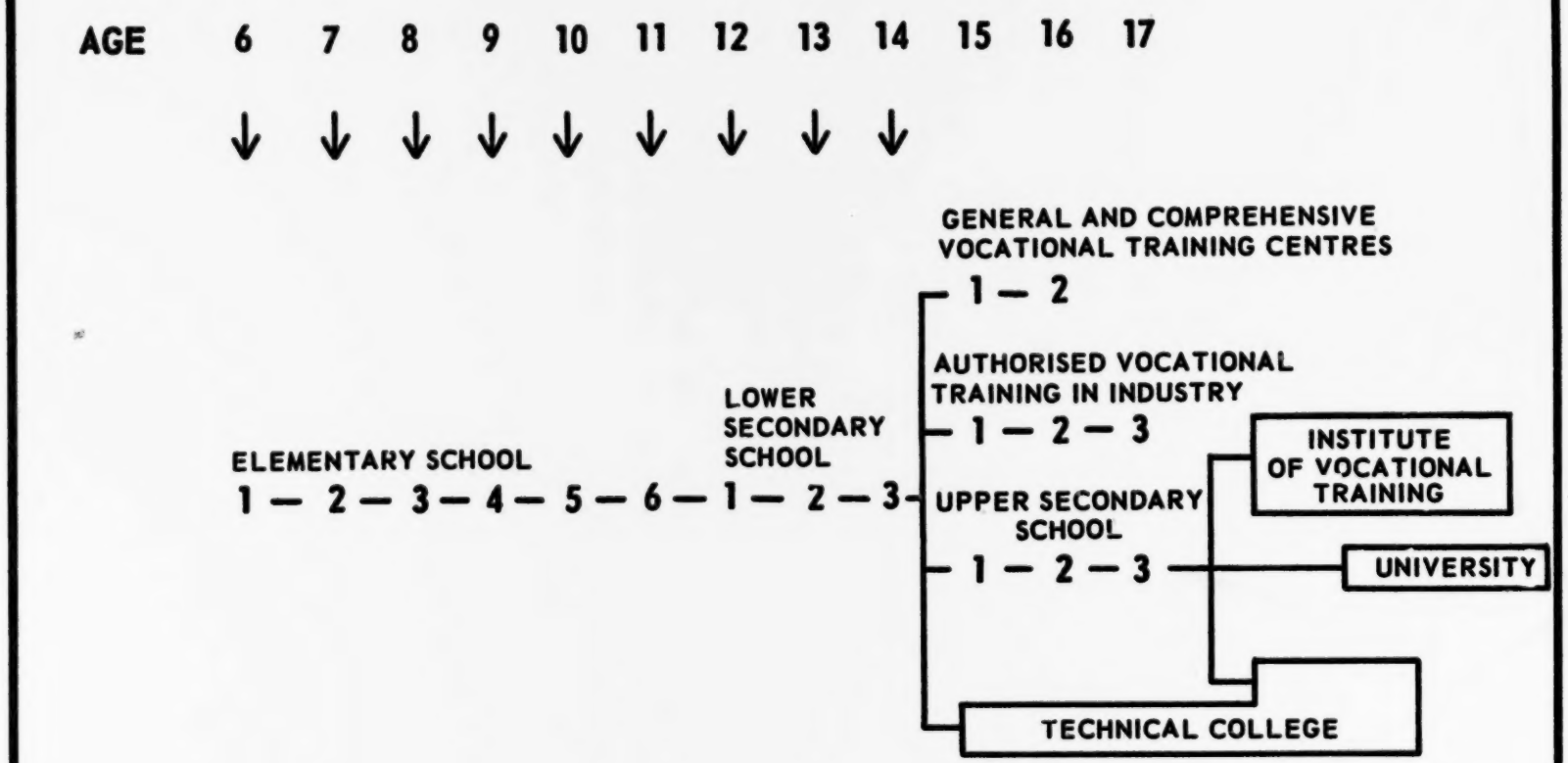
The Ten-Year National Income Doubling Plan, adopted by the Japanese Government in 1959, aims at doubling the national income by 1970. Development plans include the building of highways and ports, improved social and educational facilities, mechanisation of agriculture, and the advancement of technology in industry.

Japan's economy is highly dependent on foreign trade as the country must export manufactured goods to pay for raw materials and foodstuffs to supplement inadequate domestic resources. Thus a run-down in any of its major markets would have immediate adverse effects.

Nevertheless economic growth has been rapid in recent years, the Gross National Product more than doubling between 1955 and 1961. Balance of payments difficulties occurred in 1961, but the recovery in 1962 saw Gross National Product increase a further 5.7 per cent.

JAPAN

STRUCTURE OF EDUCATION



2. General Education

Education in Japan is governed by constitutional and statutory laws and is generally administered by the Ministry of Education.

It is compulsory for the six years of elementary school and the first three years of secondary school. Almost all schools up to that stage are the responsibility of local authorities within the framework laid down by the Ministry.

After completion of the compulsory nine years, students have a number of choices. They may continue to upper secondary school for a further three years of general education (which will qualify them to enter institutions of higher learning) or they may enter a Vocational Training Centre, or a Technical College, or undertake trade training within industry.

In 1965-66, 99.8 per cent of the total compulsory school age population were enrolled in elementary and lower secondary schools. In terms of actual numbers there were 10.5 million children enrolled in elementary schools, 7 million enrolled in lower secondary schools and nearly 5 million enrolled in upper secondary schools.

Since 1965, the number of students desiring to enter universities and colleges has increased sharply. In consequence, the emphasis is being placed on the enlargement of academic institutions.

3. Technical Education

Organization and Administration

Technical education and training for the purpose of developing skilled workers and technicians has been built on two main pillars: firstly, education at technical schools and colleges, under the control of the Ministry of Education; and secondly, education at vocational training centres under the supervision of the Ministry of Labour.

The latter system includes training carried out by the Prefectural Governments through the General Vocational Training Centres and Vocational Training Centres for Physically Handicapped Persons; and training carried out by the Employment Promotions Projects Corporation (a special body which has been established for the purpose of promoting the employment of workers) through the operation of the Institute of Vocational Training Centres.

The Vocational Training Act (1958) has made extensive provision for close co-ordination between the programmes of technical and vocational training provided by the Ministries of Education and Labour, and the vocational training organized in industry.

Types of Institutions and Courses

University training is available for students who have completed higher secondary school and provides a variety of courses in science, engineering and architecture both at under-graduate and post-graduate level.

The General Vocational Training Centres provide vocational training in basic skills for job seekers and employed workers and provide facilities for vocational training organized within industry.

The Comprehensive Vocational Training Centres provide similar training, but in addition afford more specialised skill-training including training for instructors.

The Institute of Vocational Training also undertakes training of instructors and operates a research unit whose function is to study vocational training problems.

For any person whose physical disabilities make training at the above institutions difficult, courses, which are designed to fit him for useful work in industry, are provided at the Vocational Training Centres for Physically Handicapped Persons.

Arrangements for Technical Teacher Training

The instructors responsible for training in the vocational training centres must have been certified by the Prefectural Governor. This certificate is issued to:

(1) Persons who pass the examination of vocational training instruction held by the Prefectural Governor.

(2) Persons who pass the first grade trade-skill test held by the Ministry of Labour and finish a complete course of training prescribed by the Ministry of Labour.

(3) Persons whose abilities in regard to the work of vocational training instructors are recognized as equal to or above the foregoing qualifications.

Courses of training for instructors are organized by the Prefectural Government in the Comprehensive Vocational Training Centres and by the Employment Promotion Projects Corporation at the Institute of Vocational Training.

4. Accelerated Vocational Training

The Ministry of Labour provides accelerated vocational training through the vocational training centres for those whose jobs have become redundant—(e.g., unemployed coalminers). The aim of this training is to facilitate re-entry into some other section of the labour force.

About fifty categories of vocations (ranging from plumbers to lumber machine workers) have been selected as best suited for re-employment training. The term of training is from three months to one year.

The Public Employment Security Offices play an active role in helping to find jobs for those who have completed the training. Approximately 90 per cent of graduates find immediate employment.

5. In-industry Training

In-industry training is primarily the responsibility of employers and comprises a wide variety of training programmes, including short-term courses for newly employed workers, courses for up-grading skilled workers, for the retraining of workers retained in employment, and for foremen and other supervisors. Moreover, there are programmes for up-grading skilled workers in accordance with the standards prescribed by the Ministry of Labour. These are organized by the Prefectural Government and, as such, enjoy assistance and encouragement under the Government's Authorised Vocational Training Scheme.

Authorised Vocational Training standards are laid down for 188 trades, the regulations covering minimum requirements in subjects are prescribed, together with training period, establishments, facilities and instructors. An authorised programme of vocational training may be arranged either by a single employer or by several employers jointly.

In consideration of the importance of the position of small and medium-sized undertakings, both the National Government and the Prefectural Governments offer various kinds of training assistance to these undertakings. This assistance includes the use of public vocational training centre buildings and instructors, the supply of training materials and provision for special subsidies and loans.

Further training programmes are held, both for those who finish a complete course of training and for those who have had job experience but no previous systematic training. The Prefectural Government and the Employment Promotion Projects Corporation render assistance through provision of instructors, teaching materials, text books, etc.

Supervisory training is aimed at training foremen and other staff responsible for guidance and supervision of workers to teach them the skills required in these tasks. This is carried out under the Training Within Industry (T.W.I.) Scheme.

6. National Planning for Vocational Training

It is estimated that, between 1960 and 1970, the demand for skilled workers required in construction, manufacturing, transport, communications and other public utilities industries will have risen by 4,170,000. In order to cope with this growing shortage, the Minister for Labour adopted a long-term Plan of Vocational Training consistent with the National Income Doubling Plan, through which it is planned to secure 1,550,000 of those required.